

# Understanding Neurodiversity in Your Personal and Work Life



# Objectives

Describe neurodiversity.

Discover the value of neurodiversity at work and home.

Name strategies to support neurodivergent people.

# What is Neurodiversity?

“Neurodiversity describes the idea that people experience and interact with the world around them in many different ways; there is no one "right" way of thinking, learning, and behaving, and differences are not viewed as deficits.” (Harvard Health Publishing, 2021)

“Neurodivergent is a nonmedical term that describes people whose brains develop or work differently for some reason. This means the person has different strengths and struggles from people whose brains develop or work more typically. While some people who are neurodivergent have medical conditions, it also happens to people where a medical condition or diagnosis hasn't been identified.” (Cleveland Clinic, 2022)

# Common Examples of Neuroatypical Conditions

- Autism spectrum disorder
- Attention-deficit hyperactivity disorder (ADHD)
- Down syndrome
- Dyscalculia (difficulty with math)
- Dysgraphia (difficulty with writing)
- Dyslexia (difficulty with reading)
- Dyspraxia (difficulty with coordination)
- Intellectual disabilities
- Mental health conditions like bipolar disorder, obsessive-compulsive disorder and more
- Prader-Willi syndrome
- Sensory processing disorders
- Social anxiety (a specific type of anxiety disorder)
- Tourette syndrome
- Williams syndrome

# Benefits of Neurodiversity in the Workplace

More Attention to Detail

Unique Perspectives

- Increased pattern recognition

- Better analytical thinking

- Increased visual processing skills

# Tips to Succeed in a Neurodiverse Work Environment

Educate yourself on your own/someone else's neurodivergence

Accommodations

Use respectful language

Seek necessary treatments for help

# Educate Yourself

Diagnose

Accept referrals

Normalize

Find solutions

# Accommodations

Mandated by the ADA

Personalize to the individual

Create an environment where everyone can thrive

Performance standards remain the same



# Use Respectful Language

Focus on the person, not the condition

Avoid labeling (ex., He's OCD, I'm a bit ADHD)

If unsure, ask!

# Seek Support

Reach out to leadership

Seek mentorship

Use Your Program

# Your Program

**Call toll-free or visit us on the web**

**24 hours a day/7 days a week**

**Thank you!**

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